

BETA's De-Identified Recruitment Trial — Anonymised Shortlisting Did Not Help Women in the Australian Public Service (Cautionary Case)

Gender Equality · Good practice · Australia

Quality score: 30/100

Evidence strength: Cautionary / limited

Summary

A randomised trial with 2,100+ public servants in 14 agencies found that removing names from applications made reviewers less likely to shortlist women, so blind shortlisting may backfire.

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	0/1
Effectiveness	0/1
Efficiency	0/1
Evaluated outcomes	1/1
Sustainability	0/1
Achievement / evidence	1/1
Gender-mainstreaming embedding	0/1
Curator validation	0/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-10-07

[Behavioural Economics Team of the Australian Government \(BETA\), Department of the Prime Minister and Cabinet](#) — accessed 2026-10-07

[BETA report: Going blind to see more clearly \(PM&C;\)](#) — accessed 2026-10-07

[Global Government Forum: behavioural science and gender equality](#) — accessed 2026-10-07

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